

Exercise: Recruitment/Hiring process

Application:

This exercise can be used in a recruitment conversation. At the same time, it can help evaluate the candidate's self-awareness and insightfulness.

Step by step:

Place all the cards word-side up on a table.

The candidate must now pick 2-3 cards which describes him/her the best, followed by 2-3 cards that describes him/her the least and argue the choices. Afterwards you can compare the chosen words and the DISC-profile results. Are there areas that match? Blind areas? Contradictions?

Additional twist:

Instead of focusing on the candidate directly, ask the candidate to pick words which describes a trusted or skilled leader/colleague.

dialogue